



TTIA

สมาคมอุตสาหกรรมทูน่าไทย
Thai Tuna Industry Association



TPFA

สมาคมการค้าอาหารสัตว์เลี้ยงไทย
Thai Pet Food Trade Association

TTIA-TPFA ANNUAL LABOUR REPORT 2020-2024



02 258 0317

<https://thaituna.org/>

ttia@thaituna.org



TTIA / TPFA Annual Labour Report 2020 - 2024

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Overview of labour activities in 2024

In 2024, the Thai Tuna Industry Association and the Thai Pet Food Trade Association undertook various labour initiatives to align with labour promotion activities. These efforts included collaboration with the government, private sector, civil society, and organizations, as well as implementing the Good Labour Practice (GLP) and promoting human rights principles.

The Association updated our policies to align more closely with international standards, guiding members to follow. The aim was to foster sustainability in the industry. Key initiatives in 2024 included promoting fair recruitment practices and establishing guidelines for purchasing fish from commercial fishing vessels in Thai waters for the canned fish industry.

The Association participated in various meetings, including: a meeting with the Ministry of Labour to propose an establishment of a working group to address allegations of forced labour in downstream products such as fishmeal, pet food, and fish oil listed in the TVPRA List by USDOL 2024; participating as a subcommittee member to monitor and gather data on the prevention and resolution of child labour and forced labour issues in shrimp, fish, sugarcane, and garment industries; engaging in anti-forced labour activities; collaborating with civil society to provide legal input on migrant workers; organizing the 9th workshop with the Labour Rights Foundation (LRF) to enhance knowledge for HR personnel and workplace welfare committees in Samut Sakhon; and partnering with PLAN International Thailand in the Fair Fish Project to promote ethical labour recruitment practices, including awarding the FAIR Fish Responsible Recruitment Award to businesses prioritising governance in employment.

The Association partnered with the International Labour Organization (ILO) in the Ship to Shore Rights SEA Project to improve working conditions in the fishing and seafood processing industries in Southeast Asia. Phase 2 (2020–2024) of the project focused on promoting Seafood Good Labour Practices, labour training, and discussing the ILO Convention No.188 and Thailand's Labour Protection Act, B.E. 2541. Phase 3 will start in 2025 and expand the project's impact to fisheries and supply chains in Southeast Asia. The Association also collaborated with the International Organization for Migration (IOM) in the Promise Project, focusing on enhancing migrant workers' skills and promoting ethical recruitment.

The Associations promoted the Good Labour Practice (GLP) through the annual GLP Visit to monitor members' compliance. In 2024, the ILO and NGOs were invited as observers for transparency in their activities. Other additional activities included: tracking the progress of the TIP Report 2024; public assistance initiatives, such as donating canned fish and pet food to flood victims in Chiang Rai province.

Chapter 1

Policies and Guidelines

To serve as a guideline for the association's operations and for members to comply with Thai law and ethical labour standards, covering both land and sea labour, in 2024 the association has set important guidelines emphasizing responsible and transparent practices, aiming to enhance integrity and sustainability in the industry. Key initiatives included:

- **Key activities in 2024**

- 1. Guideline based on the Fair Recruitment Principles**

Principles and rationale

Due to pressure from buyers and NGOs advocating for the Zero Recruitment principle (which requires employers to cover all recruitment fees), employers face increased cost burdens. Additionally, paying all fees could potentially lead to risks of forced labour and human trafficking. In response, the association has engaged with relevant agencies to discuss the Fair Recruitment principle, aiming to identify fair and appropriate cost-sharing mechanisms for both employers and employees. As a result, the Fair Recruitment Guideline was developed in collaboration with two member associations. The guideline, created on February 12, 2024, incorporates Thai law, the laws of the country of origin, and the recruitment principles set forth by the International Labour Organization (ILO). This guideline serves as a framework for labour recruitment, as outlined below:

Guideline based on the Fair Recruitment Principles (12 Feb 2024)

| No. | Topic | Guideline clarification |
|-----|---|---|
| 1 | Endorsement to recruitment that complies with the law, with an employment contract, no forced labour, and no human trafficking. | Members of the TTIA/TPFA endorse the ILO's Fair Recruitment principles, which prohibit the charging of fees or costs related to labour recruitment. Employment must be based on contracts, without discrimination or forced labour. There should be a grievance mechanism, and employers may be responsible for actual recruitment costs, which should be transparent and verifiable. |
| 2 | Endorsement to consultations to adjust recruitment costs and fees to be fair to all parties | The TTIA/TPFA endorses tripartite consultations between employers, employees, and the government on recruitment costs based on the principles of the ILO to ensure that the costs are fair and reasonable. |
| 3 | Clear clarification of costs in the country of origin to avoid corruption issues. | Members of the TTIA and the TPFA will not endorse the payment of costs that are related to bribes, unclear, undisclosed, or illegitimate expenses, as they carry the risk of being associated with human trafficking or forced labour. This includes any costs that cannot be identified or justified. |

| No. | Topic | Guideline clarification |
|-----|--|--|
| 4 | Endorsement to consultation between employers and workers regarding who should bear the cost of obtaining passports. | The TTIA/TPFA endorses consultations between employers and workers to determine who should bear the cost of obtaining passports. Passports are considered important personal documents. It is the workers' freedom to use them for travel or personal identification. Employers have no right to retain employees' passports, even if they bear the cost of passports. |

2. Guidelines for Purchasing Fish from Commercial Fishing Vessels in Thai Waters

Principles and rationale

The Association's members, as purchasers of fish to process for domestic sales and export, must comply with Thai laws and international obligations. Therefore, the Association has developed guidelines for purchasing fish from commercial fishing vessels in Thai waters for the canned fish industry. These guidelines serve as considerations for purchasing raw materials, with principles and key criteria aligned with sustainable fishing practices. This includes monitoring for illegal fishing activities and transshipment of aquatic animals, ethical labour practices, environmental conservation, and management of aquatic resources to ensure sustainability. In order to comply with the law, the Fisheries Royal Decree B.E. 2558, the Fisheries Royal Decree (No. 2) B.E. 2560, the Labour Protection Act B.E. 2541, the Prevention and Suppression of Human Trafficking Act B.E. 2551, the Labour Protection Act in Fisheries B.E. 2562, the Ministerial Regulation on Labour Protection in Marine Fisheries B.E. 2565, Convention No. 188 on Work in Fishing, 2007 C188 - Work in Fishing Convention, 2007 (No. 188) which was announced on 4 April 2024 as a guideline for purchasing fish in the country, divided into 3 parts: Part 1 Fishing in Thai waters, Part 2 Environment, and Part 3 Ship labour, as follows:

Guidelines for Purchasing Fish from Commercial Fishing Vessels in Thai Waters

(4 Apr 2024)

| No. | Topics | Guideline |
|--|---|--|
| Part 1 Fishing practices in Thai waters | | |
| 1 | Fishing license, vessel registration, and fishing gears (types of mesh) | Every fishing vessel must possess a valid fishing license certified by the Department of Fisheries or CA-certified agencies. Additionally, they must obtain a permit for vessel registration specifically for fishing in Thai waters. The vessel registration information, vessel type, and fishing gear type must align with the details specified in the approved license. |
| 2 | Fishing period | Each vessel must fish only within the authorized period in accordance with the law. Fishing is prohibited during the spawning season or any other periods necessary for the conservation of aquatic animals, in accordance |

| No. | Topics | Guideline |
|-----|--|--|
| | | with the Maximum Sustainable Yield (MSY) values announced by the Department of Fisheries. Fishing is also prohibited during bay closure periods. |
| 3 | Commercial fishing zones | All fishing vessels must operate within designated fishing zones as stipulated by law, avoiding IUU fishing activities and refraining from fishing in conservation areas or closed bays. |
| 4 | Prohibition of at-sea transshipment | Fishing vessels and transport vessels are prohibited from engaging in at-sea transshipment unless conditions specified by law are met. This aims to prevent the transshipment of IUU aquatic animals or illegal labour practices. |
| 5 | Logbook | <p>Every fishing vessel must maintain a logbook containing:</p> <ul style="list-style-type: none"> - Vessel name - Vessel registration/identification mark - D/M/Y of departure for fishing – embarkation port – province - D/M/Y of return to port – disembarkation port – province - In case of using transship vessels: identification mark of the transship vessel - date/month/year of loading aquatic animals onto the transship vessel - transshipment area (latitude, longitude)- quantity of transshipped aquatic animals (in kilograms) - Total quantity of aquatic animals caught during the fishing operation (in kilograms) - Types of aquatic animals (in kilograms) - Encounters with rare marine animals: turtles, whales, dolphins, whale sharks - Bringing aquatic animals to port: port name, province, quantity (in kilograms) |
| 6 | Vessel Monitoring System (VMS) installation | <ul style="list-style-type: none"> - Commercial fishing vessels with a gross tonnage of 30 tons or more must have a vessel monitoring system installed and operational throughout the fishing operation, from departure to return to port. - Commercial fishing vessels with a gross tonnage of less than 30 tons must submit a logbook upon request. |
| 7 | Reporting from Port In - Port Out. Controlling Center (PI-PO) by Certification Authority (CA) | <ul style="list-style-type: none"> - Commercial fishing vessels with a gross tonnage of 30 tons or more must report their entry and exit through the PI-PO (Port in – Port out) center and maintain a logbook. - Fishing vessels with a size of 10 gross tons or more that utilize fishing gears such as bottom pair trawls, bottom otter trawls, beam trawls, surrounding nets, anchovy surrounding nets, and anchovy falling nets must report their entry and exit through the PI-PO (Port in – Port out) center and maintain a logbook. |

| No. | Topics | Guideline |
|--|---|--|
| | | - Commercial fishing vessels with a gross tonnage of less than 30 tons and low-efficiency equipment must submit a logbook upon request. |
| 8 | Traceability | In compliance with Thai fishing laws and regulations, all vessels must compile data as requested to establish a database for traceability. |
| 9 | Health standards on fishing vessels | - Commercial fishing vessels with a gross tonnage of 30 tons or more - Fishing vessels with a size of 10 gross tons or more that utilize fishing gears such as bottom pair trawls, bottom otter trawls, beam trawls, surrounding nets, anchovy surrounding nets, and anchovy falling nets must establish health standards on board and ensure the proper handling and preservation of aquatic animals. The caught fish must be properly preserved, meeting cleanliness and safety criteria without contamination. Additionally, they must obtain certification of compliance with the standards from the Department of Fisheries (Form No. 3). |
| Section 2 Environmental aspects | | |
| 10 | Recording of encounters with marine mammals | Every vessel must record encounters with marine mammals in Thai waters. Marine mammals should not be brought onto the vessel except in cases requiring urgent assistance, supported by verifiable evidence. |
| 11 | Prohibition of capture, trade, cultivation, possession, and bringing on board a fishing vessel aquatic animals listed in the Wild Animal Conservation and Protection Act, B.E. 2562 (2019) and the Convention on International Trade in Endangered Species of Wild Fauna and Flora: CITES | Every fishing vessel is prohibited from capturing, trading, cultivating, possessing, or bring on board a fishing vessel prohibited aquatic animals. Examples of prohibited species include whales, dolphins, sea turtles, dugongs, whale sharks, corals, giant clams, gorgoniidae, sea anemones, bowmouth guitarfish, manta rays, sawfishes, and devil rays, among others. |
| Section 3 Labour on vessels | | |
| 12 | Employment contract | There must be two copies of an employment contract that is written in a language understandable to workers and specifies the living and working conditions on board the vessel. One copy is kept by the employee and the other by the employer. |
| 13 | Working hours | Employers must ensure that employees have at least 10 hours of rest within a 24-hour work period and not less than 77 hours within a 7-day work period. Records of rest periods must be maintained for labour inspection. |
| 14 | Payment of wages | -Payment of wages and holiday pay must comply with legal requirements, with payment at least once a month. If there is a mutual agreement with proportional remuneration based on the value of the catch, payment should be made within three months. |

| No. | Topics | Guideline |
|-----|----------------------|--|
| | | -Employers must pay wages monthly. The wages must not be below the minimum wage. - Wages must be paid through a bank account, with the employer responsible for transfer fees. |
| 15 | Grievance mechanism | There must be a grievance mechanism accessible to fishing workers, labour unions, or any stakeholders for matters related to vessel safety and health hazards. |
| 16 | Working environment | Fishing vessels must have certification verifying living conditions and working environments according to legal standards. Clean food and drinking water, sanitary facilities, basic medical supplies and first aid, and safety equipment must be provided on board. |
| 17 | Age of seamen | -The minimum age for hired fishing labour is 18 years. -Fishing vessel owners may allow their heir(s) aged not less than 16 years to undergo a fishing apprenticeship, as certified by law. |
| 18 | Non-discrimination | Discrimination based on factors such as origin, ethnicity, language, gender, age, disability, physical condition, personal status, socioeconomic status, or political affiliation is prohibited. |
| 19 | No forced labour | No coercion or intimidation to perform work or provide services, such as through threats to life, freedom, reputation, property, use of force, confiscation of documents, or unauthorized imposition of debt. |
| 20 | No human trafficking | No procuring, buying, selling, vending, detaining, confining, abducting, through abuse of power, or procuring, buying, selling, vending, bringing from, for the purpose of exploitation. |

- **Key activities from 2020-2023**

- 1. TTIA's Ethical Code of Conduct (11 Feb 2021)**

Principles and rationale

The Thai Tuna Industry Association and the Thai Pet Food Trade Association rely on labour as a key factor in the production process and must comply with the provisions of Thai laws and the important requirements of trading partners. Therefore, to be consistent with the provisions of the law and to encourage members to adhere to the principles of the common labour policy, the association has developed a labour ethics policy for members to use as a common practice.

Link: <https://thaituna.org/main/downloads/Guideline/นโยบายด้านจริยธรรมแรงงาน%2010%20ข้อ%2011-2-65.pdf>

2. TTIA's Vessel Inspection Guideline (1 Jul 2022)

Principles and rationale

Since Thailand has accepted the ILO's Work in Fishing Convention No. 188, 2007 (C188) in February 2019, Thailand has enacted a law to comply with the said convention, namely the Labour Protection Act in Fishing B.E. 2562. From the acceptance of the convention and enactment of the law by Thailand, the tuna industry, which is involved in the fishing industry, has recognized the importance of the issue of fishing labour. Therefore, it has studied the details of C188 in the important basic principles and the Labour Protection Act in Fishing B.E. 2562 to develop the association's guidelines on the use of labour on ships. The association then communicated with tuna importers (Tuna Traders) and recommended compliance.

Link: <https://thaituna.org/main/downloads/Guideline/TH%20TTIA%20Guide%20Line%20ด้านแรงงานประมงทะเล%202021.pdf>

Chapter 2

Collaboration with government, private sector, and civil society on labour issues

1. Collaboration with government and private sector

● Key activities in 2024

TTIA/TPFA worked with the Ministry of Labour, the Ministry of Social Development and Human Security, the Ministry of Foreign Affairs, the Ministry of Interior, and the Ministry of Justice, both directly and through the Thai Chamber of Commerce and the Federation of Thai Industries, to address labour trafficking issues and promote labour knowledge. Key initiatives included:

1.1 Working Group on Monitoring and Compiling Data to Prevent and Address Forced Labour in Downstream Products such as Fishmeal, Pet Food, and Fish Oil

TTIA/TPFA joined the Working Group on Monitoring and Compiling Data to Prevent and Address Forced Labour in Downstream Products such as Fishmeal, Pet Food, and Fish Oil. Planned tentative actions included organizing academic seminars and researching relevant industries to support delisting from forced labour accusations. Key meetings included:

- Discussion with the private sector of the Working Group on Monitoring and Compiling Data to Prevent and Address Forced Labour in Downstream Products such as Fishmeal, Pet Food, and Fish Oil on December 2, 2024.

- The 1st Meeting of the Working Group on Monitoring and Compiling Data to Prevent and Address Forced Labour in Downstream Products such as Fishmeal, Pet Food, and Fish Oil on December 17, 2024.

1.2 Subcommittee on Monitoring and Gathering Data on the Preventing and Resolution of Child and Forced Labour in Shrimp, Fish, Sugarcane, and Garment Products

TTIA participated as subcommittee member to monitor and gather data on the prevention and resolution of child and forced labour issues in shrimp, fish, sugarcane, and garment products. This subcommittee was established by the Ministry of Labour, with the Permanent Secretary of the Ministry of Labour serving as the chairperson, to support the removal of these products from the TVPRA List. The Association have engaged in continuous discussions with the Ministry of Labour from 2014 to 2024, totaling 18 meetings. Key outcomes from these meetings included the development of action plans involving both public and private sectors, as well as providing data on the prevention of child and forced labour to the Ministry of Labour. These included the Association's labour policy plans, an overview report of Good Labour Practice (GLP) activities, and comprehensive labour-related updates published on the Association's website. Additionally, [the Association demonstrated our commitment to combating child and forced labour by jointly declaring intentions and signing an MOU with the Department of Labour Protection and Welfare on March 29, 2021. This agreement emphasizes efforts to eliminate child and forced labour in shrimp, fish, sugarcane, and garment products.](#)

1.3 Endorsing the elimination of child and forced labour

According to the 2016 ministerial regulation prohibiting the employment of children under the age 18 in factories involved in seafood processing or related operations, members of the tuna industry have strictly adhered to this requirement. Additionally, the Association places great importance on preventing child labour and has undertaken various activities since 2017 to address this issue. These initiatives include collaborating with agencies such as the Ministry of Labour and the Thai Frozen Foods Association, donating educational supplies, supporting community activities, and participating in World Day Against Child Labour to raise awareness about the issue. As a result, the Association ensures that its members do not employ child labour in the tuna industry.

● Key activities from 2020-2023

- TTIA/TPFA join as pilot industries under the cooperation in signing the Memorandum of Understanding on the promotion of Good Labour Practices (GLP) by the Department of Labour Protection and Welfare (DLPW) together with the Thai Chamber of Commerce and the Board of Trade of Thailand at the Ministry of Labour on September 15, 2022.

- Participated in the Declaration of Intent ceremony, signing the Memorandum of Understanding on the prevention and resolution of child labour and forced labour in shrimp, fish, sugarcane and garment products (MOU) organized by the Department of Labour Protection and Welfare on March 29, 2021.

- TTIA joins the International Day Against Child Labour by organizing a labour exhibition at the Ministry of Labour on June 9, 2023.

- TTIA/TPFA in donating stationery, office supplies and snacks to students at Wat Thepnarat School and Luang Phaet Koson Upatham School in Samut Sakhon Province on the occasion of the World Day Against Child Labour on June 10, 2022.

- TTIA/TPFA in a symbolic activity on the International Day Against Child Labour. Online (Zoom meeting) organized by the Department of Labour Protection and Welfare, Ministry of Labour on June 10, 2022

- TTIA joined in publicizing the anti-child labour activity with the Ministry of Labour in 2021, held on June 12, 2021 to show its commitment to eliminating the problem of child labour in industries in Thailand. The association has coordinated with the Ministry of Labour and was informed that the activity will be held online due to the COVID-19 situation.

2. Collaboration with civil society

To foster collaboration with external organizations representing workers, TTIA/TPFA aims to promote knowledge of ethical labour practices, ethical recruitment principles, and cooperation in resolving issues between employer and employee representatives. Key activities with civil society organizations included the following:

- **Key activities in 2024**

2.1 Migrant Working Group (MWG)

The Migrant Working Group (MWG) is an organization focused on laws that affect labour. TTIA/TPFA has actively participated in various forums and invited MWG to observe the GLP Visit since 2022. This initiative aims to demonstrate transparency in the GLP Visit among its members, ensuring that no child labour or forced labour is used and that the living conditions of workers are appropriately managed. The MWG also provides observations and suggestions afterward to improve future activities. The Association and MWG have engaged in the following joint meetings and discussions:

- A Foreign Affairs Commission meeting to study policies on migrant labour and the Myanmar situation on May 23, 2024.

- Acting as a speaker in the seminar "Analysis of the Cabinet Resolution on September 24, 2024: Management of Migrant Workers", focusing on the impact of MOU-based work permit renewal policies, on December 4, 2024.

2.2 Labour Rights Foundation (LRF)

The Labour Rights Foundation (LRF) is an organization focused on receiving complaints and grievances from workers while promoting activities that provide knowledge about their legal rights. In 2024, TTIA/TPFA invited the LRF to act as an observer for the GLP Visit to demonstrate transparency in these activities among its members. Additionally, the LRF co-organized a Social Dialogue Workshop aimed at enhancing the knowledge, rights, duties, and effectiveness of workplace welfare committees.

This initiative has also been carried out in collaboration with other associations, such as the TPFA since 2021 and the Thai Frozen Foods Association (TFFA) since 2023. These efforts aim to promote knowledge, rights, and responsibilities among migrant workers, encouraging them to join welfare committees in their workplaces. To date, a total of nine such activities have been organized. By table

| D/M/Y | Time / Topics |
|----------------|---|
| 13 Nov 2024 | 9. Welfare Committee with complaints, grievances, problems and effective and sustainable solutions |
| 23 Nov 2023 | 8. Creating importance for the Welfare Committee Through representatives of employers and employees |
| 25 Nov 2022 | 7. Enhance the efficiency of the welfare committee in the workplace |
| 28 Nov 2021 | 6. Roles and Duties welfare committee in the situation of COVID-19 |
| 26 Nov 2019 | 5. Duty and management of the welfare committee in the factory |
| 24 Nov 2017 | 4. Promoting welfare committee to be accepted by migrant workers |
| 24 Nov 2016 | 3. The important role of the welfare committee in the workplace for coexistence between employer and employee |
| 6-7 Aug 2015 | 2. Engaging migrant workers and understanding their rights and duties |
| 19-20 Dec 2014 | 1. Happy Workplace |

2.3 PLAN International Thailand (PLAN)

PLAN focuses on child and youth development to ensure their access to essential rights that improve their quality of life, particularly in education, health, and child protection. It also prioritizes issues such as gender equality and poverty reduction. The Association participated in key initiatives with PLAN as follows:

- FAIR Fish Project (funded by USDOL) (TTIA joined)

The FAIR Fish Project has been running from 2019 to 2024. Its goal is to help the industry understand responsible recruitment principles and address forced labour and human trafficking. The project brings together stakeholders involved in labour processes to provide recommendations for improving labour

practices and recruitment in Thailand. Activities included knowledge-sharing sessions on labour recruitment, forced labour, and human trafficking, as well as organizing meetings between Thai seafood producers and buyers from the U.S. and the EU to build mutual understanding.

- In September 2024, a special event was held to promote and expand the Responsible Recruitment Model. During this event, the FAIR Fish Responsible Recruitment Award was presented to businesses that demonstrated a strong commitment to governance and ethical recruitment practices.

2.4 Dignity In Work for All (DIWA) (TTIA joined)

Since 2022, buyers and NGOs have been advocating for the Zero Recruitment standard for labour recruitment, which has significantly impacted production costs for many manufacturers. In response, the Association has promoted discussions based on the Fair Recruitment principles, ensuring recruitment costs are fair to both employers and employees. There have also been discussions regarding the employer-pays principle.

In 2024, the TTIA collaborated with Freedom Fund and Humanity United, two NGOs supporting research on the employer-pays principle. The organization Dignity in Work for All (formerly known as VERITE) was tasked with designing a survey to analyze the actual recruitment costs in the Thai tuna industry. The objective of this research is to compile the findings into a comprehensive report showcasing the rising costs of labour recruitment and use this data to facilitate discussions with buyers to share responsibility. Dignity in Work for All conducted the survey to assess the employer-pays principle. The report will be made available to members for further use and benefit.

2.5 Issara Institute

Issara Institute is a nonprofit organization, funded by global brands and international retailers, that aims to address human trafficking and forced labour issues through worker insights, partnerships, and innovation. The Association has participated in training sessions and seminars on various topics, including:

- Online training: Ethical Recruitment 201 on September 12, 2024.
- Online training: Ethical Grievance Mechanism 101 on July 26, 2024, which involved creating tools or channels for lodging complaints in workplaces or providing external support to mediate disputes or issues between employers and employees.
- Online training: Business and Human Rights (BHR 101) on June 5, 2024, covering the promotion of human rights principles and equality across various dimensions in the workplace.
- Participation in the ILM ACTION NETWORK LAUNCH on February 22, 2024, addressing ethical recruitment and supply chain management.

● Key activities from 2020-2023

- Online seminar with the FAIR Fish Project (Session 1 of 2023) titled, on July 12, 2023.

- Online seminar by the FAIR Fish Project titled, “Seafood Traceability for SMEs and Responsible Recruitment” on August 23, 2023.
 - Seminar on the topic “ Sharing Challenges and Solutions to Effectively Implement Comprehensive Human Rights Due Diligence through Collaboration and Innovation" on October 6, 2023.
 - Discussed with the Migrant Working Group (MWG) on labour issues on January 10, 2022 via online. Report on the survey of the migrant labour situation, lawsuits against journalists at a seafood processing plant in Songkhla Province, lawsuits against journalists at a seafood processing plant in Songkhla Province
 - Participated in the online meeting on labour protection laws for fisheries in Thailand on June 27, 2022, organized by Mahidol University, Institute for Population and Social Research / Migrant Working Group (MWG)
 - Participated in the brainstorming meeting to review enforcement Emergency Decree on the Management of Foreign Workers' Employment B.E. 2560 Online on August 11, 2022
 - Participated in the seminar "Challenges in the Process of Importing Migrant Workers, MOU in the Country of Origin, and the Process of Managing Migrant Workers' Employment According to the Cabinet Resolution" by Isra Institute (Zoom Meeting) on September 22, 2022
 - Participated in the online seminar on Thai seafood importers in Europe and seafood business operators in Thailand organized by Plan International Thailand on October 5, 2022
 - Participated in the workshop on Labour Voices for Crew Members on Fishing Vessels organized by Key Traceability at the Centre Point Hotel, Silom on October 12, 2022
 - Participated in the online seminar on Thai seafood importers in the United States and seafood business operators in Thailand organized by Plan International Thailand on November 16, 2022
 - Participated as a speaker in the seminar on Thailand and The US TIP Report 2021 organized by the Institute of Asian Studies Asian Migration Research Center in collaboration with the Network for Sustainable Fisheries and Labour Protection, July 12, 2021
 - Online interview with the United States Agency for International Development, Regional Office for Asia (USAID/RDMA) on the assessment of the situation of anti-human trafficking in Thailand, September 30, 2021
 - Online interview on UNDP's research on SLAPP lawsuits and protection of human rights activists by Asst. Prof. Saowanee Kaewchulkan and Ms. Tharinee Suraworanont, by UNDP and the Ministry of Justice, November 1, 2021
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Chapter 3

Collaboration with other International Labour Organizations

1. International Labour Organization (ILO)

1.1 Ship to Shore Rights SEA Project, funded by the EU (Phase 2 from 2021-2024)

The Ship to Shore Rights SEA Project is a collaborative initiative involving multiple United Nations agencies, including the International Labour Organization (ILO), the International Organization for Migration (IOM), and the United Nations Development Programme (UNDP). Participating countries include Thailand, Cambodia, Indonesia, Laos, Myanmar, the Philippines, and Vietnam. The project, funded by the EU, aims to address labour issues both on land and at sea. In Phase 1 (2016-2019), key activities included updating the GLP manual for greater efficiency, advocating for the formal recognition of welfare committees, and endorsing Thailand's adoption of Convention No.188 and Protocol to the Forced Labour Convention (P29). In Phase 2 (2021-2024), key achievements included the development of the Seafood Good Labour Practice (SGLP) in the seafood industry, with further expansion for Phase 3.

The project's objectives are to address land and maritime labour issues, particularly in seafood processing plants; promote legal employment practices and ensure workers receive fair wages and benefits; eliminate forced labour, discrimination, and promote freedom of association and collective bargaining; improve working conditions on vessels, focusing on health, safety, and dignified treatment of workers; implement vessel inspection and legal recruitment practices; and reduce forced labour and human rights violations.

● Key activities in 2024

- The Association received funding to support GLP activities from 2023-2024, which entailed the annual GLP Visit to the members and training for HR personnel and employer and employee representatives to ensure their understanding of their roles. The training sessions took place in Bangkok on January 22-23, 2024, and in Songkla on January 25, 2024.

- The Association invited representatives from the ILO to act as observers on the GLP Visit to ensure transparency, particularly regarding the absence of child labour, forced labour, and inadequate working conditions.

- The project concluded in December 2024 and will transition to Phase 3 in 2025.

- **Key activities from 2020-2023**

- Participated in an online meeting on midterm evaluation findings of the Ship to Shore Rights SEA Project (February 14, 2023).

- Joined the 4th Program Advisory Committee (PAC) Meeting (February 28, 2023).

- Exchanged experiences on GLP implementation in Jakarta, Indonesia (August 3–5, 2023).

- Engaged in a joint business-NGO meeting to discuss Fair Recruitment principles (August 30, 2023).

- Attended the 3rd Advisory Committee Meeting of the Thailand Project, Ship to Shore Rights SEAs Project on June 16, 2022. The project progress was presented, such as providing academic assistance to the Ministry of Labour to review compliance with C188, holding bilateral discussions on fisheries recruitment between Thailand and Cambodia, supporting the Ministry of Labour to host the SEA Fisheries Forum to promote international cooperation mechanisms, developing findings and implementing GLP, organizing online training for labour inspectors, supporting the Ministry of Labour to exchange experiences of fisheries labour with the Philippines, Indonesia, and Cambodia, distributing relief bags to help migrant workers during COVID-19 in Samut Sakhon and Samut Songkhram, supporting the establishment of a fisheries labour union group, training on first aid for emergency assistance at sea.

- Attended the Fair Seas Labour Huahin Thailand meeting organized by the ILO under the Ship to Shore Rights project to discuss issues of regional fisheries labour operations and discuss preparations for organizing a regional conference in Indonesia. and visited the work of the PIPO Center, Prachuap Khiri Khan Province (18 Aug 2022)

- Attended the Fair Seas: South-East Asian Labour Conference on decent work and resilience in fishing and seafood processing sectors under the Ship to shore rights project organized by the International Labour Organization (ILO) at Jimbaran Nusa Dua Hotel, Bali, Indonesia (6-7 Sep 2022)

- Attended the online workshop on preliminary findings from the evaluation of the project on good labour practices in the seafood processing industry (30 Nov 201)

Status: The project concluded in 2024. It is transitioning to Phase 3 in 2025 which will expand to more countries in Southeast Asia, including Indonesia and the Philippines.

1.2 Sea Forum for Fishers project funded by the EU (Start 2018 - 2020) (TTIA joined)

To propose labour practices. Solving the human trafficking problem in Thailand from a point of view of the business industry that have already been implemented, such as the implementation of GLP, the development of the welfare committee in the workplace. The project has facilitated regional exchanges on human trafficking prevention and taken action to raise public awareness about the importance of Thailand's

acceptance of the C188 Convention. The project has also presented the principles of Good Labour Practices for implementation in regional projects.

Status: [The project ended in 2020.](#)

2. International Organization for Migration (IOM)

The Promise Project (2017-2021) funded by the Swiss Government, extended to Phase 2 (2021–2025) (TTIA Joined)

Its objective is to facilitate tripartite dialogue (government, private sector, and civil society) to address migration issues, promote responsible recruitment practices, enhance the skills of migrant workers, and present labour-related perspectives from the tuna industry.

- **Key activities in 2024**

- Meeting 1/2024 of the Steering Committee on Migrant Worker Employment between the Public and Private Sectors (April 22, 2024).

- Meeting 2/2024 of the Steering Committee on Migrant Worker Employment between the Public and Private Sectors (July 2, 2024).

- Participated in interviews to provide perspectives on the registration of migrant workers in accordance with a Cabinet resolution (June 6, 2024).

- **Key activities from 2020-2023**

- Meeting 1/2023 of the Steering Committee on Migrant Worker Employment between the Public and Private Sectors (February 8, 2023).

- Meeting 2/2023 of the Steering Committee on Migrant Worker Employment between the Public and Private Sectors (June 26, 2023).

Status: [TTIA continues to collaborate with the Promise Project.](#)

Chapter 4

Good Labour Practice: GLP

Principles and rationale

The Good Labour Practices (GLP) is a voluntary guideline to encourage businesses and industries to comply with labour standards. This guideline aims to promote good labour practices. The Association conducts the annual GLP visit to its members' factories with the following objectives: evaluate members' labour operations; prevent child labour and forced labour; ensure proper welfare arrangements for workers; foster collaboration within workplaces; and ensure appropriate working conditions. Additionally, the Association provides recommendations and support to factories in improving their compliance with the GLP. The overarching goal is to elevate labour standards across the industry and ensure members' business practices align with international labour standards, particularly in protecting workers' rights and complying with relevant laws.

- **Implementation of Good Labour Practices with members, jointly monitored by TTIA and TPFA.**

TTIA has participated in the Good Labour Practice (GLP) project since 2013, in cooperation with the Department of Labour Protection and Welfare, the Department of Fisheries, the International Labour Organization (ILO), and the Thai Frozen Food Association, to strengthen labour management in the industry as part of a voluntary initiative. In 2019, the Association collaborated with the aforementioned agencies to improve the efficiency of the GLP manual and began using it to monitor members from 2020 onwards.

In 2019, the Thai Pet Food Trade Association (TPFA) was established to support the pet food industry in Thailand, with a specific focus on wet pet food production, a key product of the tuna industry. The association adopted labour policies similar to those of the TTIA, including promoting and implementing the Ethical Code of Conduct, in which TPFA members also participated.

In 2021, the Association provided information for the evaluation of the GLP program under the ILO's Ship to Shore Rights project. The findings were shared, along with recommendations for improvement, such as engaging with civil society, establishing a reasonable timeframe for corrective actions in the grievance mechanism, ensuring gender balance in welfare committees, and encouraging more involvement from management. In 2022, the Association incorporated these recommendations by updating the checklist and inviting an NGO (MWG – Migrant Working Group) to join as an observer in monitoring activities based on the members' voluntary participation.

In 2024, the association conducted both online and on-site activities, utilizing data from interviews and follow-ups on cases with ongoing issues for each member from the previous year to assess risks in individual factories. Upon completing all operations, the association will compile a comprehensive annual report, prepared in both Thai and English, and publish it on the association's website. This year, the association received funding for the Ship to Shore Rights SEA project from the International Labour Organization (ILO), an organization under the United Nations (UN), to support GLP activities in various forms. These included organizing training sessions, conducting activities, and inviting the ILO and NGOs, such as the Migrant Working Group (MWG) and Labour Rights Foundation (LRF), to participate as observers to ensure transparency in the implementation of activities. This collaboration also aims to further develop the project in the future. A total of six member companies had external organizations join as observers.

- **Changes resulting from the implementation of the GLP Visit with members from 2016 to 2024**

From the data on the results of the GLP Visit with members from 2016 to 2024, it was found that members have continuously improved their practices. Specifically, the number of findings related to non-compliance with legal requirements and GLP principles that required members to make corrections has decreased, as shown in the table below.

| Labour issues identified \ Years implemented the GLP Visit | Pre GLP | 2016 GLP visit | 2017 GLP visit | 2019 GLP visit | 2020 GLP visit | 2021 GLP visit | 2022 GLP visit | 2023 GLP visit | 2024 GLP visit |
|--|---------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 1. Member lacks a welfare committee. | x | x | x | x | | | | | |
| 2. Member does not have migrant workers in their welfare committee. | x | x | | | | x | | | |
| 3. Welfare committee members are not selected through an election process. | x | x | x | | x | | x | | |
| 4. Employment contracts are only available in Thai language. | x | | | x | x | | | x | |
| 5. Pay-slips are not provided. | x | x | | | | | | | |
| 6. Deductions from wages are made (for accommodation, utilities, and penalties). | x | x | x | x | | | x | | x |
| 7. Workers are required to purchase their own work equipment. | x | x | x | x | | | | | |
| 8. Workers are provided with restroom access cards. | x | | | | x | | | x | x |
| 9. Pregnancy tests are conducted before employment. | x | | x | x | x | x | | x | |
| 10. There is no suggestion box for complaints. | x | x | x | | | | | | |

หมายเหตุ : 1. X" indicates that the issue is still present in the factory

2. The association has followed up on the corrective actions by requesting members to submit evidence of the corrections to the association for record-keeping

- **Key activities from 2020-2023**

- In 2017, the association conducted GLP Visit activities with member supply chain companies to pilot the GLP Visit operation, which is expected to be expanded to other supply chains in addition to members.

- TTIA / TFFA organized GLP training to introduce the new manual to members, with ILO as an observer. The first session was held on 15-16 May 2019 in Samut Sakhon, and the second session was held on 17-18 June 2019 in Songkhla.

- TTIA / TFFA / ILO launched the ILO-GLP manual "GLP for Seafood industry and Sustainable Fishing in Thailand" at Muang Thong Thani on 29 May 2019.

Chapter 5

Promotion of Human Rights Principles

Principles and rationale

According to a Cabinet resolution on November 21, 2017, "Human Rights" was declared as a national priority, and the government expressed its intention to cooperate with the special mechanisms of the United Nations. As part of this effort, the United Nations Working Group on Business and Human Rights was invited to visit Thailand to facilitate a collaborative learning process in implementing the UN Guiding Principles on Business and Human Rights. These principles include the fundamental ideas that protecting human rights is the duty of the state, private companies should respect national laws that protect and promote human rights, and victims of human rights abuses should have access to remedies through judicial processes provided by the state, and private companies should provide a consultation process to address such issues at the corporate level.

During the United Nations Working Group on Business and Human Rights' visit to Thailand from March 28 to April 4, 2018, the association presented its human rights protection initiatives and collaborated with various sectors, including ILO, NGOs, governments, and buyers, to listen to problems and develop solutions together. Over the past 4-5 years, the association has covered issues related to human rights, due diligence, and complaint mechanisms.

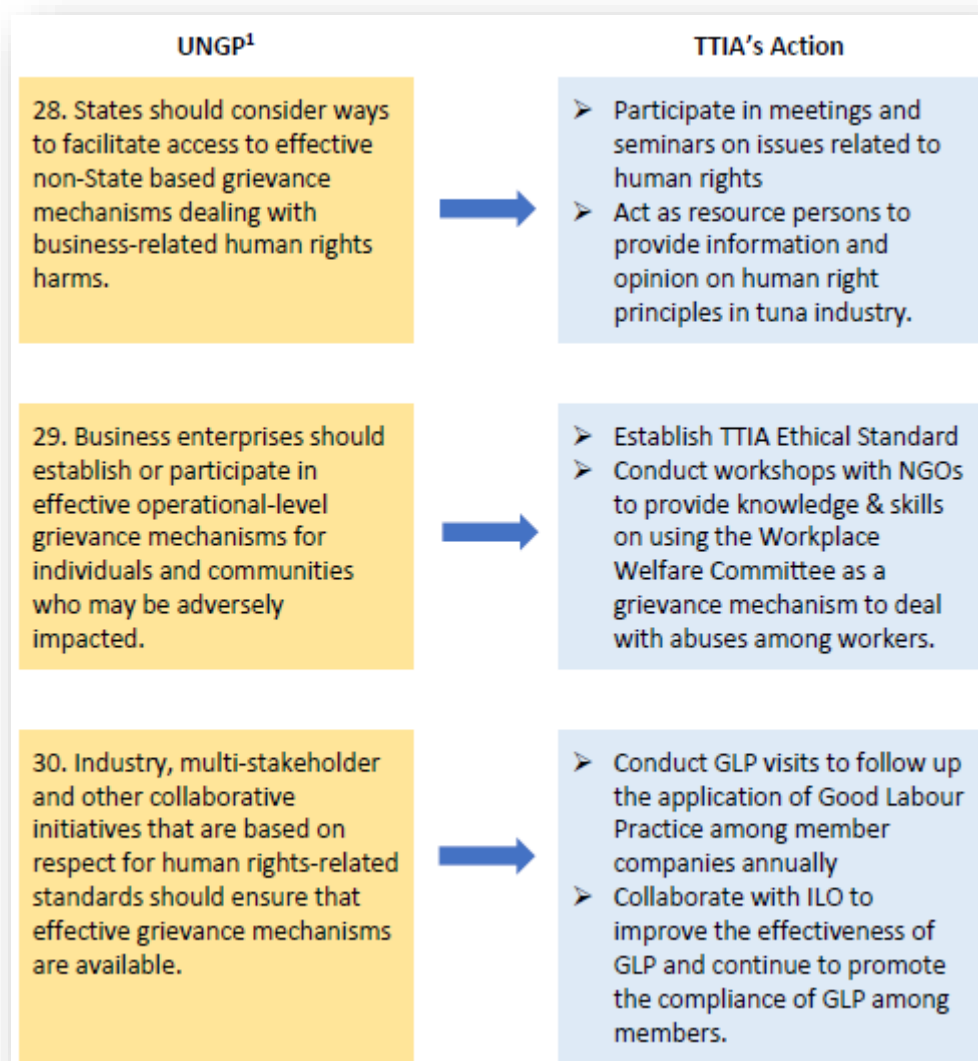
On April 4, 2018, the United Nations Working Group issued a statement ending their visit to Thailand. The United Nations Working Group praised the actions of the Thai Tuna Industry Association as follows:

"We are pleased with the Thai government's decisive action in requiring all commercial fishing vessels to be registered and implementing a new system to control ship notifications, tighten and strengthen labour inspections, and increase fines for non-compliance with labour and fishery laws. The industry association, led

by the Thai Tuna Industry Association, has also played a crucial role in promoting ethical labour practices through a Code of Conduct adopted by its members. The association is committed to monitoring compliance with standards set by suppliers, government agencies, and business associations, and has created a platform for consultation with trade unions and migrant worker organizations. We note that risks of forced labour and human trafficking also exist in other sectors in Thailand, such as agriculture and construction, where many migrant workers are employed. Therefore, we urge the government to adopt similar measures to address labour conditions in these industries as those taken in the fishing sector. Additionally, we recommend that businesses operating in high-risk sectors conduct human rights due diligence and reporting in line with the United Nations Guiding Principles on Business and Human Rights." Statement by Mr. Dante Pesce

(from: <http://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=22915&LangID=E>)

The association recognizes the importance of operating according to human rights principles. The guidelines for applying the Guiding Principles on Business and Human Rights (UNGPs) have been studied, focusing on items 28 – 30 as follows:



Related agencies: Human Rights Committee / Department of Rights and Liberties Protection ministry of justice (started 2018-present)

- **Key activities in 2024**

- 1.1 Collection of Human Rights Principles Data in the GLP Visit**

- In 2021, the United Nations (UN) started to put greater emphasis on labour human rights. In response, the Association developed a checklist based on the Human Rights Due Diligence Handbook of the National Human Rights Commission. This checklist was reviewed and approved, with revisions made during the 1/2021 Association's Labour Committee Meeting on July 7, 2021, to align with the tuna industry. It has been used for data collection since 2021. For the 2024 data collection, employers' representatives submitted self-assessment forms and related documents. The Association also interviewed representatives or HR personnel to compile data for the 2024 GLP Visit Report. Some key findings included: member companies had no discrimination based on gender, religion, or race in hiring and treatment of workers in factories; and companies assessed the surrounding environment for potential impacts on nearby communities.

- 1.2 Training, seminars, and interviews**

- On November 19, 2024, the Association participated in the 3/2024 Meeting of the Selection Committee for Human Rights Model Organization (The chairpersons of the labour groups and the Federation of Thai Industries delegated Mr.Attapan to participate).

- **Key activities from 2020 - 2023**

- The Association provided feedback on the draft Human Rights Act. The Department of Rights and Liberties Protection, Ministry of Justice, invited feedback on the Draft Human Rights Act from July 17–August 15, 2023. The Act aims to: align governmental human rights operations with international human rights obligations; establish mechanisms to protect, promote, and safeguard human rights; provide remedies to victims of human rights violations; encourage public participation in human rights operations and enhance the effectiveness of international human rights commitments in compliance with domestic laws.

- TTIA participated in a workshop on ASEAN Regional Campaign on Ending Gender Based Workplace Exploitation (Phase II) organized by Institute of Asian Study, ILO, and ASEAN Secretariat at the Banyan Tree Bangkok on 4 September 2022.

- Participated in the online UNDP research interview on SLAPP litigation (SLAPP) protection for human rights activists on November 1, 2021.

- Participated as a speaker at the international conference "Responsible Business and Rights Forum" held on June 12-13, 2019, at the United Nations (UN Conference Center) in Bangkok.

Participated as a guest speaker for the Certificate in Human Rights for Senior Executives, Class 1, Seminar on Leadership Roles in Driving Human Rights in Society and Organization at King Prajadhipok's Institute on August 26, 2019.

- Joined the UN Human Rights meeting in Geneva, Switzerland, organized by the United Nations, Geneva, on November 27, 2018. Dr. Chanin, President of the Association, presented the topic "Human Rights-based Sustainable Fisheries: An Experience from the Thai Tuna Industry" on stage at the seventh annual Forum on Business and Human Rights by invitation of the Ministry of Foreign Affairs.

Chapter 6

Labour activities of other associations

- Key activities in 2024

1.1 Follow up on the recruitment checklist with the members

In 2020, the International Labour Organization (ILO) developed the Fair Recruitment initiative, including general principles, operational guidelines for fair recruitment, and definitions of recruitment fees and related costs.

The TTIA recognizes the significant reliance on migrant labour in the tuna industry and the importance of ensuring fair and transparent recruitment processes. The TTIA, with informal support from the IOM, developed a fair recruitment checklist for use among association members.

Findings from the 2024 survey reveal a decreasing trend in migrant workers paying recruitment fees, as companies are increasingly taking on these costs. (The TTIA collected data on recruitment-related expenses from 24 of 27 regular member companies. Two companies did not provide information, as one had ceased tuna product production and the other had not recruited migrant workers.)

| No. | Expenses in recruiting migrant workers in 2023-2024 | Number of members participating in the GLP (companies) | Covered by companies | | | | Changes between 24/23 (%) |
|---|---|--|----------------------|----|-----------|----|---------------------------|
| | | | 2023 | | 2024 | | |
| | | | Companies | % | Companies | % | |
| Expenses in the source countries | | | | | | | |
| 1 | Passport obtainment fees | 26 | 14 | 54 | 21 | 81 | +27% |
| 2 | Documents in the source countries (accommodation, food, travel costs) | 26 | 14 | 54 | 23 | 88 | +35% |

| No. | Expenses in recruiting migrant workers in 2023-2024 | Number of members participating in the GLP (companies) | Covered by companies | | | | Changes between 24/23 (%) |
|--------------------------------------|--|--|----------------------|----|-----------|----|---------------------------|
| | | | 2023 | | 2024 | | |
| | | | Companies | % | Companies | % | |
| 3 | Contract signing, uniforms, smartcards, life insurance on the Myanmar side | 26 | 15 | 58 | 23 | 88 | +31% |
| 4 | Agency service fees in the source countries | 26 | 17 | 65 | 23 | 88 | +23% |
| Expenses incurred in Thailand | | | | | | | |
| 5 | Visa fees | 26 | 21.5 | 83 | 24.5 | 94 | +12% |
| 6 | Work permit fees | 26 | 21.5 | 83 | 24.5 | 94 | +12% |
| 7 | Medical checkup | 26 | 21 | 81 | 25 | 96 | +15% |
| 8 | Tests for hepatitis | 26 | 21 | 81 | 25 | 96 | +15% |
| 9 | Food, drinks, and travel costs in Thailand | 26 | 22 | 85 | 24 | 92 | +8% |
| 10 | COVID-19 swab test (ATK, PCR) | 26 | 21 | 81 | 25 | 96 | +15% |
| 11 | Medical checkup for 6 forbidden diseases for work permit application | 26 | 21 | 81 | 25 | 96 | +15% |
| 12 | Costs for 14-day quarantine due to the COVID-19 | 26 | 18 | 69 | 25 | 96 | +27% |

***Remark:** 1. One company did not participate in the activity because it had ceased tuna product production, but it still retains its membership status.

2. For the year 2023/2024, No. 5 and 6 show figures with a decimal point of 0.5, meaning that some companies share the costs equally with the workers.

1.2 Thailand TIP Report 2024 situation

On June 24, 2024, the U.S. Department of State released the 2024 Trafficking in Persons Report (TIP Report), which assesses the human trafficking situation in 188 countries/economic zones. For the third consecutive year, Thailand has been placed in Tier 2.

The report highlights significant progress made by the Thai government and various stakeholders in combating human trafficking over the past year. Key developments include: an increase in the number of investigations and prosecutions related to human trafficking; increased identification of trafficking victims; investigations into government officials implicated in trafficking crimes; higher compensation payments to victims; and the establishment of victim screening centers. The report also provides recommendations for Thailand to consider in further developing more comprehensive prevention and suppression efforts.

Combating human trafficking is a national priority for Thailand. Government agencies across all sectors are committed to addressing this issue seriously and consistently to protect both Thai citizens and foreign

residents in accordance with human rights principles. In the past, the Thai government has improved related laws and regulations and has continuously enhanced its efforts to combat human trafficking. It has integrated collaboration among Thai agencies and strengthened partnerships with various sectors such as the private sector, civil society, and international partners, including the United States. These efforts aim to expand capacity and increase effectiveness in achieving tangible progress in the prevention and suppression of human trafficking.

Additional formation

- Among ASEAN member states, Malaysia improved its ranking this year, moving from Tier 2 Watch List to Tier 2. Meanwhile, Thailand, Indonesia, and Laos remain in Tier 2 as in the previous year. ASEAN members ranked in Tier 1 are Singapore and the Philippines.

- ASEAN countries ranked in Tier 3 this year include Cambodia, Myanmar, and Brunei, which dropped from Tier 2 Watch List last year.

- Other countries downgraded to Tier 3 include Sudan, which is facing a civil war. Egypt and South Africa improved their rankings, moving from Tier 2 Watch List to Tier 2 this year. Many countries ranked in Tier 3 have strained relationships with the United States, including China, Russia, Venezuela, North Korea, and Iran.

Read More

<https://www.mfa.go.th/th/content/2024tipreport>

https://www.matichon.co.th/foreign/news_4646718

1.3 Key activities in public assistance

● Key activities in 2024

In September 2024, the TTIA and the TPFA supported flood victims by donating to two government and private agencies as follows:

- Donation of 100 cartons or 10,000 cans of fish in tomato sauce was made to the Department of Fisheries. The canned fish under the brand Super C Chef was purchased at a special price from Unicord Public Co., Ltd., valued at 130,000 THB. The cost was shared equally between the TTIA and the TPFA, with each contributing 65,000 THB.

- Donation of pet food was provided to the Thai Chamber of Commerce and the Board of Trade of Thailand to aid flood victims in Chiang Rai province. Pet food was donated under the TPFA, purchased at a special price from Pattaya Food Industries Co., Ltd., valued at 50,000 THB, with the TTIA and the TPFA each contributing 25,000 THB.

- **Key activities from 2020-2023**

- > **The TTIA donated canned fish to assist disaster victims in Turkey** on February 13, 2023.

- > **The TTIA and the TPFA donated 100 cartons or 10,000 cans of canned fish to the Ministry of Agriculture and Cooperatives to aid flood victims.** The canned fish was purchased at a special price from the **UC member company** valued at **110,000 THB** (including VAT and transportation costs). The expense was equally shared between the TTIA and the TPFA, with each contributing **55,000 THB, in October 2023**

- > TTIA/TPFA, together with the Thai Chamber of Commerce, supported consumer goods to help flood victims, totaling 1,800,000 baht on September 27, 2022, with support from 3 member companies: TU, SVG, PFG, with Dr. Poj Aramwattananon, Honorary Advisor of the Association, as a representative to present to the Minister of Labour, Mr. Suchart Chomklin at the Ministry of Labour.

- **TTIA helps organizations in the situation of COVID-19**

Online meeting to discuss labour management issues during COVID-19 (Dr. Jirasak Worasunthon provided information to members about setting up a Factory Quarantine Center) On January 15, 2021, important actions were as follows:

1. Pattaya Food Co., Ltd. invited Dr. Jirasak Worasunthon provided information to members about setting up a Factory Quarantine Center for the construction of Factory Quarantine.

2. Exchange opinions on the management of migrant worker dormitories and find contact persons to contact most of the worker dormitories. Make a map of employee dormitories in various locations in case there is a way to jointly manage the dormitories with nearby companies.

- On April 29, 2021, TTIA and TPFA, together with the Thai Chamber of Commerce and the Board of Trade, donated 100 boxes (10,000 cans) of sardines to help those receiving treatment for COVID-19 at the Central Hospital (a field hospital).

- On April 30, 2021, TTIA and TPFA, together with the Thai Chamber of Commerce and the Board of Trade jointly donated 250 boxes (25,000 cans) of sardines to help those receiving treatment for COVID-19 to Rajaphibat Bangkae Hospital.

- On May 7, 64, TTIA and TPFA, together with the Thai Chamber of Commerce and the Board of Trade, jointly donated sardines to Rajaphibat Bangkae Hospital, 50 boxes (5,000 cans) and Erawan Field Hospital 2 (Bangkok Arena, Nongchok), 100 boxes (10,000 cans).

- On May 11, 64, TTIA and TPFA, together with the Thai Chamber of Commerce and the Board of Trade Donated 500 cans of canned fish products (50,000 cans) worth 900,000 baht to help those receiving treatment for COVID-19.

- On May 20, 2021, TTIA donated 1 volume and pressure controlled ventilator worth 300,000 baht to Samut Sakhon Hospital.
 - On June 11, 2021, TTIA donated 100 cans of canned fish products to the Department of Fisheries worth 180,000 baht. Mr. Bancha Sukkaew, Deputy Director-General of the Department, Mr. Suwat Wongsuwat, Secretary-General of the Department, and Mr. Suwit Kochasing, Chief Inspector-General of the Department, were representatives to receive the donation. To be given to field hospitals during the COVID-19 situation.
 - On August 10, 64, TTIA, TPFA, TFFA, and TFPA jointly supported medical equipment by donating 2,000 oxygen meters and thermometers to help the provincial public health office treat patients in Samut Sakhon. Supporting medical equipment to help the provincial public health office of Samut Sakhon treat COVID-19 patients.
 - On August 16, 64, TTIA jointly donated 2,000 oxygen meters and thermometers to the Songkhla Provincial Public Health Office.
 - On September 2, 64, TTIA and TPFA donated 300,000 baht to the Samut Prakan Provincial Public Health Office to support the operation of monitoring, prevention, control of disease, and treatment of COVID-19 in Samut Prakan Province.
 - On September 3, 64, TTIA / TPFA / TMPA / TFFA and Huaxin Printing Co., Ltd. Donate 6 million baht to establish a yellow field hospital (Thong Urai) and medical equipment. - On September 14, 2021, TTIA / TPFA / TMPA / TFFA Association and Huaxin Printing Co., Ltd. donated 3 million baht to Somdech Phra Borommarajini Hospital in Nathawi District, Songkhla Province.
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Chapter 7

Future operational guideline

Building on the actions outlined in previous chapters that reflect the Association's efforts in various labour dimensions from the past to the present, the Association has established a future operational guideline. This aims to expand efforts to address a broader range of labour issues, including prevention and resolution of forced labour issues; collaboration with the public sector, private sector, civil society, and international organizations; Monitoring of the GLP; and monitoring human rights issues. Details are as follows

Future operational plans

| Topic | Future operations |
|--|---|
| 1. Policy and operational guidelines | <ul style="list-style-type: none"> - Follow up on the implementation of the guideline among the members and traders. |
| 2. Collaboration with the public sector and civil society on labour issues | <ul style="list-style-type: none"> - Participate in the Working Group on Monitoring and Compiling Data to Prevent and Address Forced Labour in Downstream Products such as Fishmeal, Pet Food, and Fish Oil and support discussions and research to delist fish products allegedly involved in forced labour. - Participate in the Subcommittee on Monitoring and Gathering Data on the Preventing and Resolution of Child and Forced Labour in Shrimp, Fish, Sugarcane, and Garment Products by providing labour-related data from the tuna and pet food industries for reports submitted to the USDOL. - Organize a Social Dialogue Workshop with LRF and TFFA to provide knowledge on welfare committee mechanisms to migrant workers. - Conduct recruitment research with DIWA, utilizing reports on increased recruitment costs to engage buyers in discussions on shared responsibility for these expenses. |
| 3. Collaboration with other international labour organizations | <ul style="list-style-type: none"> - Participate in the Ship to Shore Rights Project Phase 3 in 2025 and support the GLP throughout the supply chain. - Participate in the Promise Project. |
| 4. Good Labour Practice (GLP) | <ul style="list-style-type: none"> - 2025 GLP Visit and invite external organizations such as ILO/LRF/MWG to observe, along with a third party. - Support the expansion of GLP implementation to the supply chain. |
| 5. Promotion of human rights principles | <ul style="list-style-type: none"> - Monitor the progress of the draft Human Rights Act (B.E. ...), developed by the Department of Rights and Liberties Protection, Ministry of Justice, and keep track of buyer countries' standards related to human rights. |